

Message Text

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PAGE 01 TAIPEI 01208 280848Z
ACTION EA-12

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TO SECSTATE WASHDC 6581
INFO USDOC WASHDC
AMEMBASSY SEOUL
AMCONSUL HONG KONG

UNCLAS TAIPEI 1208

E.O. 11652: N/A
TAGS: BEXP, TW
SUBJECT: COMPUTERIZED PERSONNEL SYSTEMS

REF : STATE 048996

1. COMPUTERIZED PERSONNEL OPERATIONS ARE PRESENTLY NOT WIDELY USED IN TAIWAN, BUT MARKET SURVEYS AND TRADE SOURCES INDICATE A GROWING INTEREST AND WILLINGNESS TO INVEST IN SUCH EQUIPMENT. CURRENT COMPUTER COMPUTERIZED OPERATIONS INCLUDE PERSONNEL DATA PROCESSING, PAYROLL PROCESSING, INSURANCE INFORMATION, GOVERNMENT CENSUS, POLICE RECORDS, CREDIT INFORMATION, AND MILITARY RECORD APPLICATIONS.

2. ONE MAJOR INFLUENCE ON PURCHASE OF SOFTWARE PACKAGES FOR PERSONNEL USE WOULD BE COMPATIBILITY WITH CHINESE LANGUAGE INPUT AND OUTPUT DEVICES (SOMETHING SIMILAR TO THE "FOUR CORNER" NUMERICAL CODE SYSTEM FOR HANDLING CHINESE CHARACTERS DEVELOPED BY WANG LABORATORIES OF BOSTON, MASS. FOR EXAMPLE). CONCERN ABOUT PRIVACY OF PERSONNEL INFORMATION IS IMPORTANT IN FIRMS WHERE SALARIES ARE OFTEN NEGOTIATED PRIVATELY WITH INDIVIDUALS. INTEREST IN COMPUTERIZED APPLICATIONS STEMS MAINLY FROM PROBLEMS IN MANUALLY PROCESSING A LARGE AMOUNT OF PERSONNEL INFORMATION AND
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FROM RISING LABOR COSTS.

3. THERE ARE ABOUT 90-100 ORGANIZATIONS IN TAIWAN WITH MORE THAN 5,000 EMPLOYEES. THE DOMESTIC PRIVATE SECTOR (INCLUDING THE FORMOSA PLASTICS, CATHAY, HSIN-KUANG, TATUNG, AND FAR EASTERN GROUPS OF COMPANIES) ACCOUNTS FOR ABOUT 40 PERCENT OF THIS TOTAL, AND GOVERNMENT ORGANIZATIONS,

GOVERNMENT-OWNED ENTERPRISES AND FOREIGN INVESTED FIRMS ACCOUNT FOR THE REMAINING 60 PERCENT. GOVERNMENT ORGANIZATIONS WITH PARTICULAR INTEREST IN COMPUTERIZED PERSONNEL OPERATION INCLUDE THE EXECUTIVE YUAN PERSONNEL DATA PROCESSING CENTER, THE MINISTRY OF NATIONAL DEFENSE, TAIWAN POWER COMPANY AND CHINA PETROLEUM COMPANY.

4. PERSONNEL MANAGEMENT IS BECOMING MORE IMPORTANT IN TAIWAN, BUT IT STILL LAGS CONSIDERABLY BEHIND THE PREVAILING LEVEL IN THE UNITED STATES. LABOR UNIONS ARE WEAK, AND FORBIDDEN TO STRIKE UNDER ANY CIRCUMSTANCES. AT THE PROFESSIONAL LEVEL, JOBS ARE RELATIVELY SCARCE, AND JOB APPLICANTS INVARIABLY OVEREDUCATED. FOR EXAMPLE, MANY

AMERICAN BANKS ARE ABLE TO HIRE COLLEGE GRADUATES AS BANK TELLERS. BUSINESS IN TAIWAN IS STILL CHARACTERIZED BY SMALL-SCALE FAMILY-OWNED AND OPERATED ENTERPRISES WHICH STILL ADOPT A TRADITIONAL PATERNALISTIC ATTITUDE TOWARD THEIR WORKERS. NONETHELESS, IT WOULD BE WORTHWHILE FOR AN INDUSTRY IOGA TRADE MISSION TO EAST ASIA TO STOP OFF IN TAIWAN.

5. THE SOFTWARE INDUSTRY MIGHT WRITE FOR DETAILED INFORMATION ON THE STATE OF THE INDUSTRY DIRECT TO THE FOLLOWING PROFESSIONAL ORGANIZATIONS:

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CHINA COMPUTER SOCIETY
6TH FLOOR, YU-MIN BUILDING
7 ROOSEVELT ROAD, SECTION 1
TAIPEI, TAIWAN

TAIPEI COMPUTER ASSOCIATION
10TH FLOOR, TAIWAN GLASS BUILDING
261 NANKING EAST ROAD, SECTION 3
TAIPEI, TAIWAN

TAIWAN ASSOCIATION OF COMPUTER SCIENCE
152 CHUNGSHAN 1ST ROAD, KAOHSIUNG, TAIWAN.
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Draft Date: 28 feb 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 jan 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978TAIPEI01208
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
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Expiration:
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Format: TEL
From: TAIPEI
Handling Restrictions: n/a
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Legacy Key: link1978/newtext/t1978021/aaaaaaqn.tel
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Litigation Codes:
Litigation History:
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Original Classification: UNCLASSIFIED
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Review Withdrawn Fields: n/a
SAS ID: 3423687
Secure: OPEN
Status: NATIVE
Subject: COMPUTERIZED PERSONNEL SYSTEMS
TAGS: BEXP, TW
To: STATE
Type: TE
vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/7fb2cdcc-c288-dd11-92da-001cc4696bcc
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